

**Analisis Pengaruh Disiplin Kerja, Motivasi, Lingkungan Kerja dan
Komitmen Organisasional terhadap Kinerja Karyawan Hotel Santika
Premiere Semarang**

UMI HANIK ALFATIMIYAH

(Pembimbing : Guruh Taufan Hariyadi, SE, M.Kom)

Manajemen - S1, FEB, Universitas Dian Nuswantoro

www.dinus.ac.id

Email : 211201303101@mhs.dinus.ac.id

ABSTRAK

Sumber daya manusia yang berkualitas sangat diperlukan bagi terwujudnya kinerja yang maksimal. Khususnya dalam bidang jasa seperti di Hotel Santika Premiere Semarang. Semakin baik kualitas sumber daya manusia yang didukung dengan faktor dari dalam diri karyawan dan faktor dari luar karyawan dapat meningkatkan kinerja karyawan sehingga tujuan perusahaan tercapai secara optimal. Penelitian ini dilakukan untuk mengetahui pengaruh variabel Disiplin Kerja, Motivasi, lingkungan kerja, dan Komitmen Organisasional terhadap kinerja karyawan Hotel Santika Premiere Semarang. Responden dalam penelitian ini diambil dengan teknik sampling sensus dari 104 karyawan Hotel Santika Premiere Semarang. Data yang dikumpulkan diolah dan dianalisis dengan menggunakan SPSS 20.0. Dari hasil penelitian ini menunjukkan bahwa Disiplin kerja, Motivasi, Lingkungan kerja dan Komitmen Organisasional berpengaruh signifikan terhadap kinerja karyawan Hotel Santika Premiere Semarang.

Kata Kunci : disiplin kerja, kinerja, komitmen organisasional, lingkungan kerja, dan motivasi

The Analysis of the Effect of Work Discipline, Motivation, Work Environment and Organizational Commitment on Employee Performance of Santika Premiere Semarang Hotel

UMI HANIK ALFATIMIYAH

(Lecturer : Guruh Taufan Hariyadi, SE, M.Kom)

Bachelor of Management - S1, Faculty of Economy & Business, DINUS University

www.dinus.ac.id

Email : 211201303101@mhs.dinus.ac.id

ABSTRACT

Qualified human resources are indispensable for the attainment of maximum performance. Especially in areas of service such as at Santika Premiere Semarang Hotel. The better quality of human resources is supported by factor in employees and employees of outside factors can improve the employee performance so the company goals are optimally achieved. This research was conducted to know the effect of variable work discipline, motivation, work environment, and organizational commitment on employee performance of Santika Premiere Semarang Hotel. The respondents of this research were taken by cencus technique of 104 employees of Santika Premiere Semarang Hotel. The collected data was processed and analyzed by using SPSS 20.0. The results of this research showed that discipline, motivation, work environment, and organizational commitment have significant effect on employee performance of Santika Premiere Semarang Hotel.

Keyword : work discipline, performance, organizational commitment, work environment and motivation